



Common Human Resources Information Standard (CHRIS)

CHRIS are encapsulated views of business information needs. The Human Resources Management (HRM) functional community uses CHRIS to better enable cross-Service support, facilitate enterprise-wide analyses, and ensure consistent implementation of laws, regulations, and policies that support HRM. CHRIS offer a means by which organizations across the Department of Defense (DoD) HRM enterprise can uniformly apply policy for common business information needs.

Key CHRIS elements include:

- **Business Glossary Standard** – A controlled HRM business vocabulary, including relevant terms, phrases, and definitions, intended to be consistent across the HRM enterprise.
- **Structural Business Rule** – A constraint placed on the CHRIS itself, such as a dependency relationship or condition for use, with another CHRIS.
- **Permitted Value** – Functional terms recognized as valid for the CHRIS domain.
- **References** – Public Law, DoD Instructions, or other authoritative source documents from which the Business Rule or CHRIS is derived.



Uses

CHRIS have multiple uses that include:

- Ensuring semantic consistency by defining information needs embedded in business processes and associated operational business rules.
 - Defining enterprise architecture products such as Operational Rules Model (OV-6a), Operational Activity Model (OV-5b), and Logical Data Model (DIV-2).
- Note: A selection of CHRIS has been incorporated into the Business Enterprise Architecture (BEA).*
- Supporting certification of defense business information technology investments by incorporating the CHRIS into the investment review process.

CHRIS do not fulfill several functions:

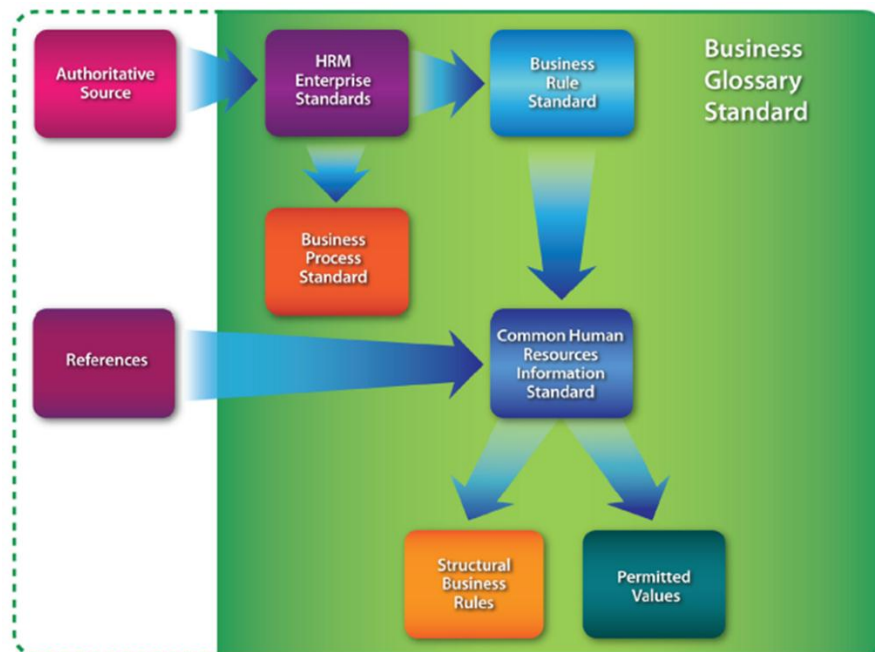
- *CHRIS are not data dictionaries* – They are not specifications of: data elements, data attributes, file locations, database structures, or database designs.
- *CHRIS are not data standards* – They do not dictate the format in which data must be stored or transmitted (e.g., three alpha-only characters versus four alphanumeric characters).
- *CHRIS are not data models* – They focus on business perspectives, which includes the information and rules essential to the HRM function.
- *CHRIS are not system or functional requirements* – They are tools used to develop system or functional requirements.

Example

The CHRIS for Mailing Address defines: what a Mailing Address is, how or where it is used, and what regulatory guidance applies to the standard. The CHRIS does not define how the address is designed or how many characters are required for each data field within a system. It requires that the system captures a Mailing Address.

HRM Enterprise Standards and CHRIS Relationships

CHRIS support HRM Enterprise Standards in several ways:



CHRIS Relationships

- Structural Business Rules and Permitted Values directly support information needs identified in Business Rule Standards
- References provide additional source information about the CHRIS and its elements
- All CHRIS elements use the Business Glossary Standard to support a common language

About Personnel and Readiness Information Management (P&R IM)

P&R IM supports the priorities of the Office of the Under Secretary of Defense for Personnel and Readiness, the Services, and the HRM community through a broad range of activities. P&R IM's major goals are to:

- Solve operational problems
- Eliminate or reduce data collection burdens
- Conserve resources
- Improve delivery of services
- Enhance readiness

A central focus of the organization is to promote and maintain effective HRM services, from personnel and pay management to military health services, and beyond. As part of this focus, P&R IM is responsible for defining, documenting, and maintaining the business standards for selected HRM enterprise systems. P&R IM also provides support to DoD business modernization efforts to improve system requirements for all DoD stakeholders.

Contact Information

For more information about CHRIS, please visit the [HRM Enterprise Standards webpage](#), or email HRMEnterpriseStandards@osd.pentagon.mil.